

# Core Competencies for Public Health Professionals

TRAIN uses the following list of Core Competencies for Public Health Professionals.\*

For "Aware"-level courses, course providers may choose to select competencies at the "domain level" for one or more of the eight domains below, instead of assigning individual competencies to a course.

Choose one  
(for "Aware"-  
level courses  
only)

☐ Addresses competencies (unspecified) within the domains listed below

- ☐ Analytic/ Assessment Skills
- ☐ Policy Development / Program Planning Skills
- ☐ Communication Skills
- ☐ Cultural Competency Skills

- ☐ Community Dimensions of Practice Skills
- ☐ Basic Public Health Sciences Skills
- ☐ Financial Planning and Management Skills
- ☐ Leadership and Systems Thinking Skills

☐ Addresses specific competencies below:

## **Analytic/ Assessment Skills**

- ☐ Defines a problem
- ☐ Determines data uses and limitations
- ☐ Selects and defines variables
- ☐ Identifies data sources
- ☐ Evaluates data and identifies gaps
- ☐ Applies ethical principles to data
- ☐ Community partnering about data collected
- ☐ Makes inferences from data
- ☐ Obtain and interpret risks/benefits
- ☐ Applies data collection processes
- ☐ Recognizes data's effect on public health

## **Policy Development / Program Planning Skills**

- ☐ Collects and interprets information
- ☐ Writes clear policy options or statements
- ☐ Identifies public health laws and regulations
- ☐ Articulates implications of policy
- ☐ States expected outcomes of policy
- ☐ Utilizes current decision analysis techniques
- ☐ Decides appropriate actions
- ☐ Develops a plan to implement policy
- ☐ Translates policy into organization plans and programs
- ☐ Prepares and implements emergency response plans
- ☐ Develops evaluation programs

## **Communication Skills**

- ☐ Communicates effectively
- ☐ Solicits input from relevant partners
- ☐ Advocates for public health and resources
- ☐ Leads and participates in groups
- ☐ Communicates by media, technology, and networks
- ☐ Presents information accurately
- ☐ Listens, respects and promotes other perspectives

## **Cultural Competency Skills**

- ☐ Interacts appropriately towards all persons
- ☐ Identifies factors that determine public health delivery
- ☐ Develops and adapts approaches inclusive to culture
- ☐ Understands cultural diversity
- ☐ Understands the importance of a diverse workforce

## **Community Dimensions of Practice Skills**

- ☐ Maintains linkages with key stakeholders
- ☐ Utilizes leadership skills to build partnerships
- ☐ Collaborates to promote public health
- ☐ Identifies operations of public and private organizations

- ☐ Accomplishes effective community engagements
- ☐ Identifies community assets and resources
- ☐ Develops, implements, and evaluates community assessment
- ☐ Describes governments role in public health delivery

## **Basic Public Health Sciences Skills**

- ☐ Identifies responsibilities within Essential Public Health Services
- ☐ Defines health status, determinants and factors influencing prevention and use of health services
- ☐ Understands the historical development of health systems
- ☐ Identifies and applies public health research methods
- ☐ Applies basic health sciences
- ☐ Identifies and retrieves current relevant scientific evidence
- ☐ Identifies research limitations, observations and interrelationships
- ☐ Develops a commitment to critical thinking

## **Financial Planning and Management Skills**

- ☐ Develops and presents a budget
- ☐ Manages programs within budget constraints
- ☐ Applies budget processes
- ☐ Develops strategies for budget priorities
- ☐ Monitors program performance
- ☐ Prepares proposals for external funding
- ☐ Applies human relation skills to program management
- ☐ Manages information systems
- ☐ Negotiates and develops contracts for services
- ☐ Conducts cost analyses for effectiveness, benefit, and utility

## **Leadership and Systems Thinking Skills**

- ☐ Creates a culture of ethical standards
- ☐ Helps create key values and shared vision to guide action
- ☐ Identifies internal and external issues that impact delivery of essential public health services
- ☐ Facilitates collaboration with groups and key stakeholders
- ☐ Promotes team and organizational learning
- ☐ Contributes to organizational performance standards
- ☐ Uses legal and political systems to effect change
- ☐ Applies organizational theory to professional practice

\* This list is based upon the Core Competencies for Public Health Professionals, developed by the Council on Linkages Between Academia and Public Health Practice, [www.trainingfinder.org/competencies](http://www.trainingfinder.org/competencies).

# Bioterrorism and Emergency Readiness Competencies (Consolidated & Shortened)

TRAIN uses the following list of Bioterrorism and Emergency Readiness (BT/ER) competencies.\*

Core BT/ER Competencies		Related Sub-Competencies
		The following consolidated sub-competencies are for reference only and cannot be assigned individually to a course.
<input type="checkbox"/> 1	Describe the public health role in emergency response in a range of emergencies that might arise.	<b>Communicate</b> public health information and roles accurately to all emergency response partners. <b>Evaluate and review</b> the public health laws of the jurisdiction on a regular schedule.
<input type="checkbox"/> 2	Describe the chain of command in emergency response.	<b>Describe</b> the chain of command and management system for emergency response. <b>Maintain</b> regular communication and agreements with emergency response partners.
<input type="checkbox"/> 3	Identify and locate the agency emergency response plan.	<b>Ensure</b> that the agency has a written, updated and available plan for major categories of emergencies. <b>Identify</b> specific resources needed for response to critical biologic agents.
<input type="checkbox"/> 4	Describe individual functional role(s) in emergency response and demonstrate the role(s) in regular drills.	<b>Identify</b> your functional role in the agency's bioterrorism and emergency response plan.
<input type="checkbox"/> 5	Demonstrate correct use of all communication equipment for emergency communication (phone, fax, radio, etc).	
<input type="checkbox"/> 6	Describe communication role(s) in emergency response within the agency, using established communication systems for the agency, general public, personal and media.	<b>Establish and evaluate</b> a public health communication infrastructure for decision support during a bioterrorism or emergency event. <b>Ensure</b> development and delivery of accurate risk communication messages during a bioterrorism or emergency event.
<input type="checkbox"/> 7	Identify limits to own knowledge, skills, and authority, and identify key systems for referring matters that exceed these limits.	
<input type="checkbox"/> 8	Recognize unusual events that might indicate an emergency and describe appropriate action.	<b>Participate</b> in continuing education to maintain up to date knowledge.
<input type="checkbox"/> 9	Apply creative problem solving and flexible thinking to unusual challenges within an individuals functional responsibility and evaluate effectiveness of all actions taken.	<b>Apply</b> appropriate public health measures to ensure continued population protection.

\* This list is based on the [Bioterrorism and Emergency Readiness Competencies](http://cpmcnet.columbia.edu/dept/nursing/chphsr/pdf/btcomps.pdf) developed by the Columbia University School of Nursing Center for Health Policy, funded by the U.S. Centers for Disease Control and Prevention, <http://cpmcnet.columbia.edu/dept/nursing/chphsr/pdf/btcomps.pdf>.